

Being Part of a Multicultural Society: Tracking ARAOMC Congregational/Institutional Change

Covenant for discussion on change:

- Emphasis on structural and process changes, not individual work
- Do not focus on past efforts
- Start from the assumption that current state is “maintaining” until evaluation proves otherwise

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- Describe your community or group. What is the current state of your community group. Consider the following in your description of the group. When reflecting on these, Only consider how your group currently functions
 - Give a brief description of your group's purpose/mission .

- If your group makes decisions, how are they made (check all that apply):

- Majority vote
- Discussion
- Informal Consensus building
- Formal Consensus building format (such as discernment circles)
- Something else
 - explain

Other Comments:

- What is the power structure of the community (check all that apply):

- There is a president or chairperson who makes final decisions (or is responsible) for the group
- There is a board liaison to facilitate communication with the board
- The group has a formal relationship with the board and is accountable to the board
- The group is completely autonomous
- No one member has more power than another in the group

Other Comments:

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- Who is included in the membership of your community (check all that apply):
 - Individuals are elected to the group at a formal First U meeting
 - Individuals are appointed by the First U board
 - Members of First U
 - Friends or Past members of First U (people who currently or have participated in the past in the life of First U and still feel a connection.)
 - Individuals who do not feel a connection to First U but feel a connection to the group (examples are friend of members or other members from the surrounding community that want to participate in the group)

Other Comments:

- Use this space to list some things your group does? Or what does your group do when you are together in community:

- How is programming created?/delivered?

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- Create an inclusive, relational environment for engagement and decision-making.
- Maximize the likelihood that the plans and decisions that you make are good ones and broad enough to meet the needs of various groups, because they were a part of the process.
- Accountability is what we measure, and how we measure it.

Community	Unexamined Status Quo	Efforts made to prevent change and put things back the way they were.	Invitation is issued and there is positive response and engagement	Goal-setting oriented towards new and/or shared values	Learning and practicing new concepts, frameworks, tools, awareness, skills, etc.	Reorganizing processes and collaborating to fulfill the vision and meet the goals. New tools are being used.	Internalization of the changes so that new norms have been created and operate in the life of the church community.
	MAINTAINING	REINFORCING	ADAPTING	REVISIONING	RETOOLING	RESTRUCTURING	TRANSFORMING

Being Part of a Multicultural Society: Tracking ARAOMC Congregational/Institutional Change Evaluation Tool

Please indicate where your group or committee falls in this framework regarding the following question:

Where is your group/committee in the work to ground the 8th Principle into your thinking, decisions, and actions?

Please Note:

- Instituting more process observation - objective evaluation guidelines
- Multigenerationalism is ALSO Multiculturalism

Community	Readiness - Where are we now?	What would change look like? (retooling) What are the norms, the culture, the relationships, and what might we do to align ourselves to the intention of the 8th Principle?	What are some practices to assess the effectiveness? What is the evidence to assess that the changes have been internalized?

Things to consider when discussing potential changes to the committee to make it more inclusive and to align with the 8th principle. (List comes from [Widening the Circle - Communities](#))

1. .